



Chelmsford City Council Overview and Scrutiny Committee

18 July 2023

Report on Decisions Taken Under Delegation to the Chief Executive

Report by:

Director of Connected Chelmsford

Officer Contact:

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Purpose

To report on the decisions taken under delegation to the Chief Executive for the period 1 November 2022 to 31 May 2023.

Recommendations

That the report be noted.

1. Background or Introduction

- 1.1. The Constitution of the Council includes, at Part 3 (Responsibility for Functions), details of matters on which the officers of the Council are authorised to take decisions. These are known as delegations to officers and among them is the following, which is delegated to the Chief Executive:

“Deal with any matter on grounds of urgency, following consultation with the Leader of the Council or the Chair and Vice Chair of the appropriate Committee in respect of non-executive matters.

- 1.2. The decisions taken by the Chief Executive under this delegation are recorded and notified to the public and members of the Council by publication on the Council's website. On 8 February 2010, the Overview and Scrutiny Committee agreed that a list of those decisions should also be brought to the Committee for information in June and November each year.

2. Latest Decisions

- 2.1. One decision was taken under delegation to the Chief Executive during the period 1 November 2022 to 31 May 2023. The summary of the decision is attached as appendix to this report.
- 2.2. Members are asked to note the content of the report.

List of appendices:

Appendix 1 – Decisions taken under delegation to the Chief Executive for the period 1 November 2022 to 31 May 2023.

Background papers: Nil

Corporate Implications

Legal/Constitutional: None

Financial: None

Potential impact on climate change and the environment: None

Contribution toward achieving a net zero carbon position by 2030: None

Personnel: None

Risk Management: None

Equality and Diversity: None

Health and Safety: None

Digital: None

Other: None

Consultees:

Director of Connected Chelmsford

Relevant Policies and Strategies:

None relevant

Subject: Urgency Pay Award

Date of Decision: 23.11.22

Decision Number:

8/2022

Background:

Chelmsford City Council has for a number of years adopted local pay and conditions and consult with regional Unison in this regard.

In April 2022 we locally awarded a 2.5% pay award but undertook to review it in the Autumn once the national pay award was finalised. The national pay award was settled at £1,925 on all pay points and therefore after consultation with regional Unison it was agreed to offer the same to our staff as a replacement to the 2.5%. Staff will therefore receive either £1,925 or 2.5% whichever is higher. Staff currently on grades 2,3 and 4 will also receive an additional day of annual leave.

Whilst recognising the financial situation faced by many local authorities is very challenging this year, our staff are at the very heart of the services we deliver and we want to recognise and reward the work they do at such a difficult time. This also supports recruitment and retention and helps the authority to remain competitive in a very challenging job market.

The Council's 2022/23 budget allowed for a 2.5% increase in pay for all staff. To fund the higher pay award requires approval of an increase to the revenue budget of £1,524,000 in 2022/23, which will be funded from unearmarked reserves. The 2023/24 budget planning will allow for this higher ongoing cost.

Given the cost-of-living crisis and need to maintain staff good will in a difficult financial situation it is imperative to get the back and additional pay to staff in their December 2022 salaries. So, it is appropriate take this decision as an urgency action.

Decision and Reasons for Urgency:

The Chief Executive decided to exercise his delegated authority to take urgent decisions and authorise the increase in the revenue budget. He did so on the grounds that there was an urgent need to pay staff the pay award in their December 2022 salaries.

Supporting Information:

The Mayor, Leader and the Cabinet Member for a Fairer Chelmsford were consulted before taking the decision and had no objection to it.